

Module Information

2022.01, Approved

Summary Information

Module Code	7101LODMBA
Formal Module Title	Leadership, Engagement and Development
Owning School	Leadership and Organisational Development
Career	Postgraduate Taught
Credits	20
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
Leadership and Organisational Development

Learning Methods

Learning Method Type	Hours
Workshop	48

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
APR-MTP	MTP	April	12 Weeks
JAN-MTP	MTP	January	12 Weeks
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	Aim: Effective leadership is a key contributor to organisational success. It therefore behoves those in leadership positions to fully consider theories and ideas of leadership as well as their own leadership motivations and behaviours. This module starts with a focus on the individual and in developing a critical self-understanding as this is the cornerstone of good leadership. To do this students will explore theoretical perspectives of leadership, critically reflect on leadership in their own context and on their own approach to leadership. Part of this process includes developing a comprehensive development plan to improve leadership capabilities and to future-proof for the post MBA landscape. In addition students will consider psychological and behavioural factors that impact on the engagement of others, enhancing their ability to motivate, foster collaboration and communicate with colleagues, teams, and other stakeholders to achieve organisational success.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically evaluate different leadership perspectives and theories to generate a meaningful depth of understanding of leadership and leadership within their own context.
MLO2	2	Critically analyse a range of approaches used to engage and manage people to achieve organisational outcomes in changing organisational contexts.
MLO3	3	Critically reflect on their own leadership practice using a range of tools to enhance self awareness and interpersonal skills and to identify areas for development that will increase leadership ability and effectiveness.

Module Content

Outline Syllabus	<ul style="list-style-type: none"> • Self-concept and the links between identity and leadership behaviour (this may also include values and beliefs leading to professional codes of practice). • Personality and individual differences, Emotional Intelligence and Resilience • Overview of Leadership Theories (including areas such as Ethical Leadership, Adaptive Leadership, Leadership Styles, Transformational Leadership, Responsible Leadership, Value based Leadership, Sustainable Leadership etc.) • Self-assessment tools to develop personal insights • Building engagement and developing high performance teams (Engagement and motivation theories) • Leader influence and power in managing people • Building constructive working relationships across teams including understanding, equality and inclusion. • Managing performance, goal setting and team accountability • An introduction to coaching and action learning • Reflective practice and critical reflection • Future-proofing and professional development planning
Module Overview	
Additional Information	<p>Module is part of the MBA Programme For Students on the Apprenticeship (SLMDA - 36518) the following standards are covered -</p> <p>B7/B8 Able to manage conflict; manages partnerships, people and resources effectively and measure outcomes</p> <p>B9 Acts where needed as a Sponsor, championing projects and transformation of services across organisational boundaries</p> <p>C1 Understands ethics and values-based leadership</p> <p>C10/C11 Drives a culture of resilience and supports development of new enterprise and opportunities</p> <p>E1/E2 Uses personal presence and 'storytelling' to articulate and translate vision into operational strategies; demonstrates clarity in thinking and uses inspirational communication</p> <p>E3 Creates an inclusive culture encouraging diversity and difference</p> <p>E4/E5 Gives and receives feedback at all levels; builds confidence, develops trust and enables people to take risks</p> <p>F1/F2 Understands organisational/team dynamics and how to build engagement and develop high performance, agile and collaborative cultures</p> <p>F4/F5 Enables open and high performance working; and sets goals and accountabilities for teams and individuals</p> <p>F6/F7 Leads and influences people; builds constructive working relationships across teams, using matrix management techniques where required</p> <p>F8/F9 Ensures workforce skills are utilised, balancing people and technical skills; encourages continual development</p> <p>H1 Leads by example</p> <p>H2 Judgement and challenge</p> <p>H4 Valuing</p> <p>H5 Professional</p>

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Portfolio up to 4,500 words	100	0	MLO1, MLO2, MLO3

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Fiona McNamara	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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